

**HUMAN RIGHTS COMMISSION  
FULL COMMISSION MEETING MINUTES  
March 25, 2009; 4:30 p.m.  
Council Chambers**

<b>PRESENT</b>	<b>ABSENT</b>
Akua B. Agyei	Greg Lewis
Trena Carter	John Stroh
Ian Kohen	Pam Vincent
Tony McClendon	
Rosalind Pegram	
Gil Palmer	
John Roberts	
Shiva Rallapalli	

**STAFF PRESENT:**

Director Arlette Tinsley and Secretary Lula Young.

**SECRETARY'S REPORT:**

Commissioner Roberts called roll. Next, he requested any corrections or amendments to the January and February 2009 Minutes. Commissioner Carter noted a punctuation mark edit to February Minutes.

**Commissioner Kohen moved to accept the January Minutes as submitted and the February Minutes with edit. Commissioner Carter seconded. Motion carried.**

**TREASURER'S REPORT:**

Commissioner Agyei reported the Donations Account beginning balance as \$6,619.95, and that with ticket sales deposits and the purchase of 5 savings bonds, the end of month balance was \$7,049.95.

**DIRECTOR'S REPORT:**

Director Tinsley reported to Commissioners that edits to the annual report are nearing completion and that due to cuts to the office budget, a different printing service will be utilized for the annual report. She advised that the different vendor will be less expensive and fewer annual reports will be printed. Commissioners were also informed that the 2008 annual report will be made available online through the Commission's website as a .pdf document.

Director Tinsley provided Commissioners with an update on office caseload and mediations. She informed Commissioners that mediations in 2008 were greatly reduced in number. The Director provided a correlation between the economy and the resulting effect of a decrease in mediations by employers (respondents) and advised that employers are much less likely to mediate a complaint if the discharge was part of a larger workforce reduction as they believe it would likely increase the number of discrimination complaints filed against them. She went on to advise that the office mediation process numbered only 1 or 2 in 2008 normally there are between 5-8 mediations.

Director Tinsley informed Commissioners that the C.A.M.E.O. retreat was extremely successful and requested Commissioner feedback on the report she had previously shared with them. She then continued with her analysis of the retreat activities facilitated by trainer, Tatiana Kolovou. Director Tinsley noted that participants were very engaged throughout each session. Discussion ensued with participating Commissioners voicing recommendations and suggestions of utilizing Ms. Kolovou in future training sessions for other groups, community members and educators.

Director Tinsley advised that the training C.A.M.E.O. members participated in during the retreat will assist them in the process of creating their by-laws and participation in the election of officers that is scheduled to occur in April. She continued by advising that her duties as facilitator will most likely conclude in May or June as her report to the Heritage Fund is scheduled for June. Commissioners were informed of the financial support provided to the C.A.M.E.O. group by the Heritage Fund and the potential for additional funding to begin their first year as an all-volunteer group. Director Tinsley stated that in addition to developing their by-laws, the C.A.M.E.O. group will also need to develop programming and plan their future. Currently, the membership levels that are visualized in the bylaws will allow the Human Rights Commission and the Multicultural Awareness Committee to join at some level of membership and provide a liaison. Discussion ensued.

Director Tinsley discussed the Six Sigma Black Belt project being facilitated by Sameer Samudra, and suggested to Commissioners that Sameer present the results of his findings, from a black belt efficiency and improvement perspective, to the Commission as a whole. After some discussion and Commissioner input, the director agreed to schedule Sameer for a presentation during the April full commission meeting.

Director Tinsley shared the first annual dinner evaluation request that would be at every place-setting, with pencils, for guests to complete at the dinner. She explained that as part of the Six Sigma project that Sameer has been facilitating, the evaluation will provide quality analysis of everything the Commission does, whether it is speaking engagements, training or technical assistance.

Director Tinsley updated Commissioners on other office activities, reporting that there had been a lot of walk-ins, intakes and educational programs scheduled. She reported that assistance with community presentations is being received from Commissioners Lewis and Agyei, who will be speaking to the Columbus Peace Fellowship, and Commissioner Roberts who recently spoke to a college class on behalf of the Commission. She went on to advise that of the several projects Sameer wants staff to improve upon, adding data and information to the currently owned website, that should already be there, is an upcoming project.

The Director continued her update by advising that several college students are interested in unpaid internships for the summer and has already interviewed Grace Kestler, daughter of Love Chapel Director, Elizabeth Kestler. Discussion ensued. Director Tinsley then provided a summary of the diversity essay contest that she had been a judge for at Ivy Tech and that the reading assignment was a bio of Mickey King.

### **OPEN FORUM:**

Commissioner Roberts announced that the Center for Teaching and Learning hired a new Executive Director, Darrin Sorrells, PhD, previously from Wright State University in Dayton, Ohio.

Commissioner Roberts advised he will be leading a community book read sponsored by Ivy Tech and the Workforce & Economic Development, scheduled to begin in June. The selected book is entitled, "Still Alice", by Lisa Genova, and is about a 50 year old Harvard Professor who develops early onset Alzheimer's disease. The group will meet on Mondays from 5:30 – 7:30 pm, and the location is to be determined.

Commissioner Roberts also announced that approval had been received from the Indiana Council for Higher Education (ICHE) by Ivy Tech to offer degree programs on their Franklin campus. He went on to advise that Ivy Tech will be actively recruiting for qualified adjunct faculty within the school of Liberal Arts, Sciences & Business to teach beginning in the fall. He commented that historically, with a recession, people normally go back to school. Ivy Tech has projected an 85 – 86% increase in enrollment for the fall session. Discussion ensued.

Director Tinsley announced a community event occurring on April 20<sup>th</sup> at 7pm, at Yes Cinema and sponsored by The International School of Columbus. The ISC will be offering the community '2 Million Minutes'. A documentary that looks at two Carmel, IN high school students and compares their lives to two high school students from India and 2 high school students from China. Children are encouraged to also attend as ISC is offering a free i-pod shuffle during a drawing.

#### **ACTION ITEM – Assignment of Annual Dinner Tasks:**

Commissioners volunteered for the various tasks associated with the annual dinner such as hosting contest winners and greeting guests. Commissioner Carter requested that a typed listed be sent to Commissioners as a reminder of the tasks they had volunteered for.

#### **OTHER BUSINESS – Columbus Peace Fellowship:**

Commissioner's Agyei and Rallapalli advised that their presentation to the Peace Fellowship group was positive overall and that many of the group were requesting more statistical data than anticipated.

#### **OTHER BUSINESS – MBA Class Presentation:**

Commissioner Roberts reported on his presentation to Professor Berte's business course on diversity in Columbus. He advised that her students were extremely taken aback by Columbus' racial history and the interaction with the students was great. He also advised that students were shocked to learn of 'sundown' legislation that existed in the Indiana Constitution. Discussion ensued.

#### **LIAISON UPDATES – MULTICULTURAL AWARENESS COMMITTEE:**

Commissioner Agyei advised that planning has begun for the 2009 Ethnic Expo and the host country will be Scotland.

#### **ADJOURNMENT:**

**Commissioner Carter moved to adjourn the meeting, Commissioner Kohen seconded. Meeting adjourned.**